



### SPECIAL POINTS OF INTEREST:

- **Dr. Martin Luther King, Jr. Day**
- **Sexual Harassment**
- **Bullying**
- **Reasonable Accommodation (Service Dogs)**

### INSIDE THIS ISSUE:

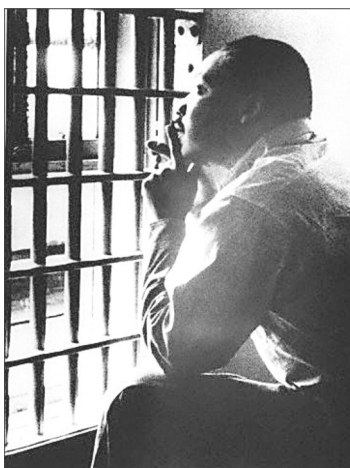
- Harassers versus Bullies 2
- Harassment/ Bully Free Environment 2
- What is Sexual Harassment 3
- Imposter Service Animals 3
- EEO Contact Information 4

# Equal Employment Opportunity Newsletter

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## Letter from Birmingham Jail



***"Freedom, privileges, options, must constantly be exercised, even at the risk of inconvenience."***

*~Jack Vance*

Honoring Dr. Martin L. King, Jr. Most of us have heard and read his "I Have a Dream" speech. Had we read his letter, from a Birmingham jail, written April 16, 1963, we may have anticipated what his "I Have a Dream" speech for the ages may have sounded like. Below is a very short excerpt of the letter.

"I am in Birmingham because injustice is here. Just as the prophets of the eighth century B.C. left their villages and carried their 'thus saith the Lord' far beyond the boundaries of their home towns, and just as the Apostle Paul left his village of Tarsus and carried the gospel of Jesus Christ to the far corners of the Greco Roman world, so am I compelled to carry the gospel of freedom beyond my own home town. Like Paul, I must constantly respond to the Macedonian call for aid.



Moreover, I am cognizant of the interrelatedness of all communities and states. I cannot sit idly by in Atlanta and not be concerned about what happens in Birmingham. Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly. Never again can we afford to live with the narrow, provincial 'outside agitator' idea. Anyone who lives inside the United States can never be considered an outsider anywhere within its bounds."

## I Have a Dream Tidbit

The night before the March on Washington, on 28 August 1963, Dr. Martin Luther King asked his aides for advice for the next day's speech. "Don't use the lines about 'I have a dream'" his advisor Wyatt Walker told him. "It's trite, it's cliché. You've used it too many times already."

Dr. King finished the outline at about midnight and then wrote a draft in longhand. An aide went to Dr. King's suite that night and

saw words crossed out three or four times. Dr. King went to sleep at about 4 a.m., giving the text to his aides to print. The "I have a dream" section was not in it.

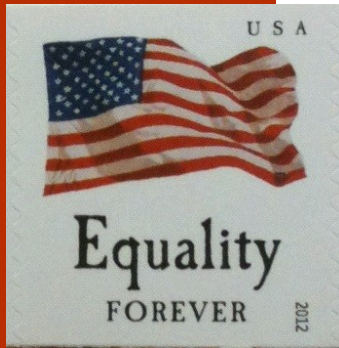
Despite a hectic morning, Dr. King still fiddled with his speech and when he eventually walked to the podium, the final typed version was full of crossings out and scribbles.



Dr. King read from his text until Mahalia Jackson, his favorite gospel singer standing behind him, cried out twice, "Tell 'em about the dream, Martin."

Dr. King set the text to the left and Clarence Jones, his speech writer stated, "Those people don't know it, but they're about to go to church."

# Harassers versus Bullies



*"Martin Luther King, Jr. didn't carry just a piece of cloth to symbolize his belief in racial equality; he carried the American flag."*

~Adrian Cronauer

*"I have decided to stick with love. Hate is too great a burden to bear."*

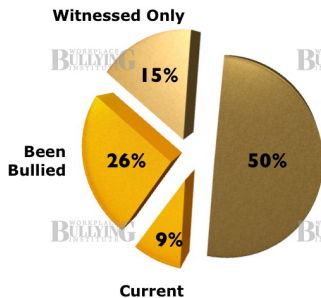
~Dr. Martin Luther King, Jr.

*"In union there is strength."*  
~Aesop



We receive many calls regarding hostile work environments. Often, during the conversation we discover the situation being described is not unlawful harassment, but perhaps is a case of inappropriate workplace conduct. We often hear the terms "bully" and bullying" mentioned. Whether it's unlawful harassment or bullying, either one is just as detrimental to unit cohesion and accomplishment of the mission. What is the difference between unlawful harassment and bullying? Good question. Unlawful hostile work environment harassment occurs when unwelcome comments or conduct based on sex, race, national origin, or other legally protected categories unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment. Anyone in the workplace might commit this type of harassment – a management official, co-worker, or non-employee, such as a contractor, vendor or guest. The

victim can be anyone affected by the conduct, not just the individual at whom the offen-



**A "silent epidemic." 50% report neither experiencing nor witnessing bullying.**

sive conduct is directed. The key is that the harassment is based on forms of discrimination that violate Title VII of the Civil Rights Act of 1964 and other federal authority. More than 50 million Americans reported they've been bullied at work, according to a

2010 survey from the Workplace Bullying Institute.

Interestingly, men make up 62 percent of bullies, and women make up 58 percent of bullying targets. In 80 percent of the cases, women bully women. Workplace bullying is so common, it's actually four times more prevalent than illegal harassment, the survey reports. Bullying sounds a lot like harassment with the exception of a Title VII or other federal authority basis. Neither speaks of a well-run organization and management should TAKE ACTION as soon as they become aware of the inappropriate behavior regardless if it is unlawful or not. No employee should ever have to hear, "you know that's just the way they are." Bullying and harassment stop when management takes action to make it stop.

*Diversity is the mix. Inclusion is getting the mix to work well together.*

-Lori Ridgeway, VP of Diversity & Inclusion, Diversey

## Harassment/Bully Free Environments

- \*Recognize warning signs that individuals are under stress; avoid stress factors that trigger bully-like episodes
- \*Do not accept unreasonable requests or disrespectful or degrading behavior
- \*Inform the harasser/

- bully that their actions are unwelcome
- \*Supervisors are role models for employees
- \*Inform fellow employees and supervisors of your tolerable boundaries
- \*Recognize different working styles, personality types, and generational and cul-

- tural differences in communications
- \*Establish measurable expectations
- \*Report inappropriate behavior to supervisor, EEO, EAP, and/or MER

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# EEOC FACT SHEET



Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other

verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or man. The

victim does not have to be of the opposite sex.

- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be one affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.



- The harasser's conduct must be unwelcome.

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must stop. The victim should use any employer complaint mechanism or grievance system available.

It is unlawful to retaliate against an individual for opposing practices that discriminate based on sex or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

## Bullying

Workplace bullying is repeated, health-harming mistreatment of one or more persons by one or more perpetrators that takes one or more of the following forms:

- Verbal abuse
- Offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating
- Work interference—sabotage—which prevents work from get-

ting done  
*Euphemisms intended to trivialize bullying and its impact on bullied people:* incivility, disrespect, difficult people, personality conflict, negative conduct, ill treatment.  
*Synonyms that reflect the seriousness of bullying:* psychological violence, psychological harassment, personal harassment, emotional abuse at work.

**"Every segment of our population, and every individual, has a right to expect from his government a fair deal."**

~Harry S. Truman

## Ask EEO: Imposter Service Animals

Reasonable Accommodation. A manager asked about the difference between comfort and service animals, and how can you tell if an animal is a real service animal?

It's an easy law to break, and dog cheats do. By strapping a vest or backpack that says "Service Animal" to their pet, anyone can go in stores and restaurants where other

dogs are banned, creating growing problems for the disabled community and business owners and leading to calls for better identifying the real deal.

Under the Americans with Disabilities Act, it's a federal crime to use a fake dog. A fourth of all states have laws against service animal misrepresentation. But privacy protections

built into the laws make it nearly impossible to prosecute offenders. It's even more difficult because  
(Continued on Page 4)



**Those with difficulties are worried about privacy and the safety of their highly trained service dogs, while business owners are concerned about health violations and damage to merchandise from imposters abusing the system.**



## USAG FORT SILL EEO



**Mr. Efrain Robles Molina, EEO Specialist, receiving Achievement Medal for Civilian Service, 5 December 2013**



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## MISSION

Manage the civilian Equal Employment Opportunity (EEO) program, ensuring a workplace environment that is free of illegal discrimination and fosters equality and opportunity for everyone.

## VISION STATEMENT

The installation leadership is committed to respect, fairness, and equality for all civilian employees by ensuring a professional work environment free from unlawful discrimination. Equal Employment Opportunity is provided to all qualified persons. Discrimination based on an individual's race, color, religion, gender, national origin, age (40 and above), mental and physical disabilities, reprisal for participating in a protected activity and genetic information is unlawful.

**Hours of Operation** Monday-Friday 7:30 a.m. — 4 p.m.



**Have an EEO question? Access via EEO website.  
<http://sill-www.army.mil/USAG/eeo/index.html>**

# Imposter Service Animals

(Continued from page 3)

no papers are legally required for real service dogs. Often, people who want to take their pets into restaurants or retail stores just go online to buy vests, backpacks, or ID cards with "Service Animal" insignia.

The law says those entering businesses with animals can be asked just two questions: Is this a service dog? What is it trained to do for you?

There is a big difference in the behavior of real service dogs and imposters inside businesses, experts said. A true service dog becomes nearly invisible. Pets might bark, urinate, sniff, scratch and eat off the floor.

Real service dogs can be the victims of unruly fakes, said Wallis Brozman, 27, of Santa Rosa. She has dystonia, a movement disorder that left her un-

able to walk and barely able to talk. She needs a wheelchair, voice amplifier, and her service dog, Caspin, who responds to English and sign language.

"When my dog is attacked by an aggressive dog, he is not sure what to do about it and looks to me. It becomes a safety issue, not only for my dog, the target of the attack, but for me if I am between the dogs," Brozman said.

In terms of solving the dilemma, any kind of legislation will not work.

"They can write new laws, but there is no way to enforce them. We don't have enough police to stop murders, much less stop people from hauling around pseudo-service dogs," he said.

By Sue Manning, AP



**Wallis Brozman is aided by her service dog Caspin while going through a shopping mall in Santa Rosa, CA.**

